

# Edenham Pre-School

Grimsthorpe Estate, Grimsthorpe, BOURNE, Lincolnshire, PE10 0LY



## Inspection date

Previous inspection date

16 March 2017

9 May 2014

| The quality and standards of the early years provision | This inspection:     | Inadequate           | 4 |
|--|----------------------|----------------------|---|
|  | Previous inspection: | Good                 | 2 |
| Effectiveness of the leadership and management         |                      | Inadequate           | 4 |
| Quality of teaching, learning and assessment           |                      | Requires improvement | 3 |
| Personal development, behaviour and welfare            |                      | Inadequate           | 4 |
| Outcomes for children                                  |                      | Requires improvement | 3 |

## Summary of key findings for parents

### This provision is inadequate

- Following a previous complaint, the nursery has failed to respond to legal notices issued by Ofsted. As a result, the nursery is not meeting the statutory requirements in place to keep children safe. This is in relation to records of children's hours of attendance and making sure documents are available to view at the time of an inspection.
- Staff do not have a secure understanding of what may disqualify a person from working with children and how this may apply to them.
- The manager has not gathered information about staff members' previous employment when they have been recruited to work at the nursery.
- The nursery does not make regular arrangements to share information about children's progress reviews with parents.
- Staff members at the nursery do not have regular one-to-one meetings with the manager to review the quality of their work and discuss any issues of concern.
- The manager does not monitor the progress of groups of children at the nursery.
- The nursery has not shared information with parents about any additional funding which may be available for children.

### It has the following strengths

- Staff at the nursery provide a range of exciting experiences for children to support their learning and development.
- Staff work hard to develop very positive relationships with children and their parents.

## What the setting needs to do to improve further

### The provision is inadequate and Ofsted intends to take enforcement action

We will issue a Welfare Requirements Notice requiring the provider to:

|   | Due Date   |
|---|------------|
| ■ ensure that records held at the setting are easily accessible and available   | 29/03/2017 |
| ■ ensure that a daily record of the names of the children being cared for on the premises and their hours of attendance is maintained           | 29/03/2017 |
| ■ improve staff's knowledge of the wider safeguarding agenda in order that staff are able to confidently interpret disqualification legislation | 29/03/2017 |
| ■ ensure that safer recruitment practices are implemented consistently for all staff at the setting   | 29/03/2017 |
| ■ establish a programme of supervision for staff to provide support, coaching and training and opportunities for confidential discussion.       | 29/03/2017 |

### To meet the requirements of the early years foundation stage the provider must:

|  | Due Date   |
|--|------------|
| ■ provide opportunities for information from children's progress check at age two to be shared with parents and other relevant professionals | 21/04/2017 |
| ■ ensure that the progress of groups of children is more accurately assessed and monitored.  | 21/04/2017 |

### To further improve the quality of the early years provision the provider should:

- ensure that a system is in place to monitor the effectiveness of additional funding available for example the Early Years Pupil Premium.

## Inspection activities

- The inspector observed the quality of teaching in all rooms of the nursery and in the outdoor play areas.
- The inspector carried out a joint observation with the acting manager.
- The inspector spoke to members of staff at appropriate times during the inspection and held a meeting with the provider of the nursery.
- The inspector looked at children's records, evidence of the suitability of staff working in the nursery and a range of other documentation, including policies and procedures.
- The inspector spoke to a selection of parents during the day and took account of their views.

## Inspector

Jude Sanders

## Inspection findings

### **Effectiveness of the leadership and management is inadequate**

The arrangements for safeguarding are not effective. The management team has not ensured that all staff are fully aware of disqualification legislation. In addition, the systems in place for the safe recruitment of staff are not robust enough. Leaders and managers have failed to demonstrate that they have taken action to meet statutory safeguarding requirements highlighted by Ofsted previously. As a result, children's safety and well-being are potentially put at risk. There is no system of performance management in place or structured programme of professional development for staff. Following a change in management personnel, the provider has taken some initial steps to address areas of weakness but these have yet to be embedded.

### **Quality of teaching, learning and assessment requires improvement**

Staff make insightful observations about children's learning and are able to demonstrate a sound knowledge of children's progress and development. At times however, staff do not always challenge the most able children through their teaching or the resources made available to them. Staff make good use of the woodland environment surrounding the nursery to inspire children's interest in the world around them. For example, pre-school children enjoyed a walk to the woods to collect blossom to be used as a stimulus for future artistic creations. The nursery staff work with parents to form an initial assessment of children's development as they begin attending the setting. At important milestones however, assessment information is not shared in a timely manner with parents. This is with particular reference to the progress check at age two.

### **Personal development, behaviour and welfare are inadequate**

The repeated failure to ensure that all safeguarding requirements are met significantly impacts on the quality of provision for children's welfare at the nursery. Staff demonstrate warm relationships with children in their care. Babies are encouraged to explore their surroundings as staff model good behaviour and provide clear boundaries to keep children safe. For example, babies are reminded to consider others around them when experimenting with throwing balls inside. All children at the setting use the outdoor environment regularly and gain a wealth of fresh air and exercise to keep them healthy. Children are encouraged to be independent and to consider the impact of their decisions. For example, pre-school children were supported by a practitioner to join in a group activity and to think about how it would make them feel should they miss out on this.

### **Outcomes for children require improvement**

Most children make typical progress from their starting points. Staff begin to support children to develop key skills they will need for starting school at any early age. Children's physical skills are well developed as they are encouraged to use a range of tools and equipment to support the muscle development in their hands. As the setting does not monitor the progress of groups of children, it is unclear whether gaps are closing for those children who may have special educational needs, speak English as an additional language or who may be entitled to additional funding.

## Setting details

|  |   |
|--|---|
| <b>Unique reference number</b>                   | 253776  |
| <b>Local authority</b>                           | Lincolnshire  |
| <b>Inspection number</b>                         | 1085479   |
| <b>Type of provision</b>                         | Full-time provision   |
| <b>Day care type</b>                             | Childcare - Non-Domestic  |
| <b>Registers</b>                                 | Early Years Register, Compulsory Childcare Register, Voluntary Childcare Register |
| <b>Age range of children</b>                     | 0 - 10  |
| <b>Total number of places</b>                    | 46  |
| <b>Number of children on roll</b>                | 145   |
| <b>Name of registered person</b>                 | Julie Marshall  |
| <b>Registered person unique reference number</b> | RP512641  |
| <b>Date of previous inspection</b>               | 9 May 2014  |
| <b>Telephone number</b>                          | 01778 591368  |

Edenham Pre-school operates from buildings on the Grimsthorpe Castle Estate, Bourne, Lincolnshire. The pre-school also provides after school care called the Red Deer Rangers. The pre-school employs 17 members of childcare staff. Of these, 13 hold appropriate early years qualifications at level 3 and above. It is open Monday to Friday, all year round. Red Deer Rangers operates throughout the holidays. The setting is open from 7.30am – 6pm.

This inspection was carried out by Ofsted under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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